

# NDSU

VOLUME 3 ISSUE 14

IT'S HAPPENING AT STATE

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## Child Care Committee continues work

The ad hoc Child Care Committee has continued to meet and collect information this summer. The committee, charged by President Dean L. Bresciani to produce a report by the end of the year, interviewed NDSU Child Care Center staff, faculty and administrators involved in center administration, community child care providers and national representatives who provide child care. The committee received a financial analysis from Child Care Resource and Referral and is waiting for additional analysis from College of Business graduate students supervised by Karen Froelich, associate professor of management and marketing.

Ultimately, the committee plans to produce a report describing several options for the future of the child care center, including descriptions of costs and benefits for each alternative. The options will be presented to President Bresciani and the campus community for review and a decision about the center.

Committee members include Canan Bilen-Green, Joshua Boschee, Karen Froelich, Kendra Greenlee, Kevin McCaul and Wendy Reed.

## Japanese representatives visit NDSU

Yoshimasa Ushiki, manager in the research department, and Shuhei Munemasa, senior staff member, both at the Regional and Industrial Commodities Grant Department of the Agriculture and Livestock Industries Corp. in Japan, arrived on NDSU's campus July 28 to exchange information on sugarbeets.

Extension sugarbeet specialist Mohamed Khan, the NDSU plant pathology department and University of Minnesota are serving as hosts.

The group will discuss sugarbeet research, the Extension structure used to disseminate information, Roundup Ready sugarbeet and challenges

facing the sugarbeet industry. They also will tour research facilities at NDSU and United States Department of Agriculture Agricultural Research Service, Fargo, and sugarbeet research demonstration sites in North Dakota and Minnesota.

The Japanese corporation's major role is to enhance and stabilize livestock, vegetable, sugar and starch industries in their country through government-funded programs. Keiko Nakagawa, research director of Nakagawa Marketing in California, is their interpreter.

## NDSU concert choir selected to perform at directors conference

The NDSU Concert Choir, under the direction of University Distinguished Professor Jo Ann Miller, was selected to perform at the North Central American Choir Directors Association conference Feb. 8-11, 2012, in Madison, Wis.

"The NDSU Concert Choir is honored to have been selected to perform at the conference," Miller said. "Performing for several hundred choral conductors and singers in the beautiful new Overture Center in Madison will be a thrill for the choir."

North Central American Choral Directors Association region includes North Dakota, South Dakota, Iowa, Minnesota, Nebraska

and Wisconsin. The top choirs from each state auditioned to participate in the conference and only 14 choirs were selected.

The choir has performed at numerous state, regional and national music conferences, most recently at the national American Choral Directors Association conference in San Antonio. The choir performs regularly with the Fargo-Moorhead Symphony Orchestra and tours overseas every three years. Choir members are from all majors at NDSU and more than two-thirds are music majors. The 66-voice choir rehearses daily and performs several concerts a year on campus in addition to annual spring tours. The NDSU Concert Choir has produced more than 30 recordings.

**NDSU** [www.ndsu.edu/ihas](http://www.ndsu.edu/ihas)

### News and events

As information becomes available, news and event updates will be located on the "News and Events" website at [www.ndsu.edu/news](http://www.ndsu.edu/news).

### Deadline set for Aug. 15 It's Happening at State

The next electronic issue of It's Happening at State will be posted Aug. 15 at [www.ndsu.edu/ihas](http://www.ndsu.edu/ihas). Submissions for that issue are due Aug. 10.

### HR/Payroll newsletter available online

The HR/Payroll quarterly newsletter is available at [www.ndsu.edu/fileadmin/hr/newsletter/newsletter.pdf](http://www.ndsu.edu/fileadmin/hr/newsletter/newsletter.pdf).

### New NDSU letterhead and envelopes available

News designs for NDSU letterhead and envelopes are available. A new business card also is available. To order, follow instructions at [www.ndsu.edu/printandcopy/job\\_submission](http://www.ndsu.edu/printandcopy/job_submission).

## Chair of electrical and computer engineering dies



Ghosh

Sumit Ghosh, 53, named the new chair of the Department of Electrical and Computer Engineering as of July 1, died on July 25.

Ghosh earned his bachelor of technology degree from the Indian Institute of Technology in Kanpur, India, in 1980 and his master's and doctoral degrees from Stanford University, Calif., in 1981 and 1985, respectively.

Before joining NDSU, Ghosh worked at the University of Texas, Tyler; Stevens Institute of Technology in Hoboken, N.J.; Arizona State University, Tempe; and Brown University, Providence, R.I. His industrial experience includes work at VLSI Systems Research Department at Bell Laboratories Research in Holmdel, N.J.; Silvar-Lisco in Menlo Park, Calif.; Fairchild Advanced Research and Development, Palo Alto, Calif.; and Schlumberger Palo Alto Research Center.

Ghosh wrote five reference books, five invited book chapters and more than 95 transactions/journal papers. He also was invited as a distinguished or keynote speaker to numerous national and international conferences. His recent accomplishments included serving as president for the Society for Design and Process Development from June 2008-10, receiving a Technical Achievement Award from IEEE Computer Society, being invited as guest editor for the International Journal of Semantic Computing 2009 and being selected for the Outstanding Professor of the Year for Exceptional Teaching and Contributions to the Department at the University of Texas in 2009.

His numerous research interests ranged from next generation Internet protocol router architecture, principles of network security and mobile computing to qualitative metrics for evaluating advanced graduate courses, physics of computer engineering problems and creative design in undergraduate engineering education.

## Faculty and staff invited to display collections

NDSU faculty and staff are invited to feature their collections and creativity in the proposed exhibit, "Create! Collect! NDSU Faculty and Staff Showcase" at the Memorial Union Gallery tentatively scheduled for Aug. 5 through Oct. 1.

The display can include artwork, cultural objects, items that reflect industrial design, furniture, baskets, jewelry, books, textiles or costumes.

Employees also are invited to share how their collecting/creating interests relate to their work at NDSU. Esther Hockett, visual arts and gallery coordinator, hopes to offer weekly "chat with the creator/collector sessions" during the exhibit.

"The exhibit intent is to share the wealth of diversity and unique or shared interests, represented by tangible objects, with each other and with NDSU's students," Hockett wrote in an email to faculty and staff.

Twenty-one faculty and staff members have already shown interest. But Hockett is looking for additional feedback on the idea to see if

people are interested, would be willing to present and what type of items they would like to include. Contact Hockett with this information, questions or suggestions at [esther.hockett@ndsu.edu](mailto:esther.hockett@ndsu.edu) or 1-8239.

## Genuine Leadership program offered

The Division of Finance and Administration and the Office of the President again will sponsor Genuine Leadership, a management and supervisory leadership program this fall. The 12 sessions will begin mid-September and go through mid-December; exact dates and times will be determined. The course is open to all managers and supervisors at the university, but does not cover issues specific to faculty. The following topics will be covered:

### Core interpersonal skills:

- Principles and qualities of genuine leadership
- Providing constructive feedback
- Addressing emotions at work

### Individual/team performance:

- Resolving conflicts within your team
- Clarifying performance expectations
- Correcting performance problems
- Developing team agility: Day-to-day tools
- Giving recognition
- Speaking to influence others

### Organizational impact:

- Developing others
- Managing change
- The hallmarks of supervisory success

### NDSU/North Dakota University System:

- Supervising in the public sector environment

The Genuine Leadership program has received positive feedback from more than 250 NDSU employees who have completed the course.

Genuine Leadership replaces Frontline Leadership, and is designed for frontline managers and supervisors. It addresses universal leadership qualities and principles that help managers and supervisors become genuine leaders who can translate their goals into reality. Based on current management research, this program assists in developing people into leaders who can tackle tough business decisions, inspire others to take action and create effective work relationships at NDSU.

The cost for the course is \$500. Staff members should discuss funding options with their supervisor. If your department cannot provide funding, contact your vice president's office for possible options.

For more information and a registration form, contact Cyndi Baumann in the Office of Human Resources/Payroll at 1-8961 or [cynthia.baumann@ndsu.edu](mailto:cynthia.baumann@ndsu.edu).

## Historic images of Rugby, N.D., now online

A treasure of historic photographic images from the Rugby, N.D., area is now available for public viewing. The Strand's Studio photograph collection from 1948 to 1988 has been posted online by the NDSU Institute for Regional Studies and University Archives.

During four decades, Curtis and Maxine Strand took thousands of pictures of all types: portraits, newsworthy events and scenes from everyday life. The studio's slogan, "Today's Photographs – Tomorrow's Best Memories," certainly captures the essence of the collection, because it also includes confirmations, graduations, baby pictures and school or church activities in Rugby and north-central North Dakota.

"The work of North Dakota town photographers is incredibly important in documenting the history of North Dakota. The institute is indeed fortunate to have the opportunity to make Rugby's Strand Studio collection available to the public," said John Bye, director and university archivist, noting the collection is an excellent resource for photo researchers and persons looking for photographs of family members.

A sampling of the collection can be seen at <http://library.ndsu.edu/digital/strand>. The sampling currently holds 113 black and white images, with additional photographs expected on a regular basis. They include such diverse titles as "1953 Pierce County Commissioners," "Changing a Street Light," "Company D, 164th Infantry Division Departing Rugby," "Little Leaguers Boarding Great Northern Train for Chicago," "Republican Political Rally" and "Shoveling Snow."

A listing of the collection is available at <http://library.ndsu.edu/repository/handle/10365/17200>, where you can browse an alphabetical listing by year and name or a term search can be conducted. The collection has been sorted into a number of folders, including "Chronological Series," "Rugby School Activities," "Topical Series," "Aerials Series," "Bicentennial Series" and "International Peace Garden Series."

The collection of original negatives was donated in 2009 by the Strand's sons, Mark and Todd. Mark Strand is a former photographer for NDSU and describes the online materials as "first-rate." Todd Strand, the former photo archivist at the State Historical Society of North Dakota, said the images "look terrific," and he praised the institute's staff for "a fabulous job."

Bye said high-quality digital copies can be produced from the original negative, showing details that could not be captured in the printed photograph. "This is the first complete photo studio collection preserved at the institute, and we are excited at having the opportunity to document through photographs the north-central region of North Dakota," he said.

For more information on the Strand's Studio collection, contact Bye at 1-8877 or [john.bye@ndsu.edu](mailto:john.bye@ndsu.edu).

## Equity, Diversity and Global Outreach announces staff changes



Pieri

The Division of Equity, Diversity and Global Outreach announces upcoming staff changes that will take effect Sept. 1.

Robert Pieri, who has been serving the division as the Tribal College Partnership Coordinator since the division was created in 2008, will return to his position as professor of mechanical engineering. Pieri devoted many hours and miles of travel to develop partnerships with regional tribal colleges. In addition to making campus visits across the state, he hosted several Get to Know Your Tribal College Partners events at NDSU. During three years of his grant-funded position, Pieri also worked with members of the American Indian Society of Engineering Students organization as they hosted a regional conference and assisted with campus initiatives sponsored by the division. "Dr. Bob has been working tirelessly to build successful partnerships between NDSU and Tribal Colleges over the past several years. We greatly appreciate all that he has done and wish him well as he transitions back into his faculty role," said Evie Myers, vice president for equity, diversity and global outreach.



Davis Walleto



Gravley-Stack

Jaclynn Davis Walleto, assistant vice president for equity, diversity and global outreach, will transition into the position as coordinator for tribal college outreach initiatives this fall. The position was created in a joint effort between the division and NDSU Extension Services and will be in effect for the next two years. As the coordinator for tribal college and community outreach initiatives, Davis Walleto will build on the work Pieri began to strengthen relationships between NDSU and regional tribal colleges. In addition, she will expand the focus of the initiative to establish outreach efforts to regional tribal communities. As Davis Walleto transitions into this new position, she will step down from her responsibilities as director of the Office of Multicultural Programs, a position that she has held since 2005.

Kara Gravley-Stack, director of diversity initiatives for equity, diversity and global outreach, will serve as director for the Office of Multicultural Programs starting Sept. 1. Gravley-Stack will continue to direct the Equity and Diversity Center, a position she has held with the division since 2008.

## New employee assistance program offered

Deer Oaks Employee Assistance Program became NDSU's provider, effective July 1.

All eligible employees of NDSU can receive up to eight confidential counseling visits, per person, per issue, per year.

The program is free to all qualified employees and dependents (including individuals living in an employee's household). Deer Oaks clinicians are well versed in helping clients of all ages and are accessible at numerous locations throughout Fargo and surrounding areas.

Deer Oaks clinicians can assist with many different types of problems, including stress, depression, anxiety, workplace difficulties, substance abuse, marital problems, family or parenting conflicts, grief, violence and unhealthy lifestyles. It also can provide additional assistance with tools and referrals for childcare and eldercare resources, financial and legal consultations, child and parenting support services, retiree assistance resources, college resources and moving resources.

Deer Oaks services are available 24 hours a day, 365 days a year and will coordinate with health plan(s), for cases that require treatment under employer sponsored medical benefits.

For more information or to obtain a referral to a provider near you, call Deer Oaks toll-free at 1-866-327-2400. Online tools are available at [www.deeroaks.com](http://www.deeroaks.com) using login and password NDSU.

## Dependent sick leave per calendar year increased

The NDSU Office of Human Resources and Payroll announced July 18 that the State Board of Higher Education has approved an increase in the amount of dependent sick leave that is allowed. Employees may now use up to 80 hours of their own sick leave for dependent purposes per calendar year as outlined in the paragraph below. Prior to this change, the maximum dependent sick leave was 40 hours per calendar year. NDSU will be processing this change to Policy 143 in the near future, but employees are allowed to use the additional hours at this time. An option still being refined will allow employees to apply for additional allowance based on an approval process and 10 percent of the employee's sick leave balance. More information on this option will be available in the future.

"The employee wishes to attend to the needs of an eligible family member who is ill or to assist them in obtaining other services related to their health or well-being. Eligible family members include the employee's spouse, parent (natural, adoptive, foster, and step-parent); child (natural, adoptive, foster, and step-child); or any other family member who is financially or legally dependent upon the employee or who resides with the employee for the purpose of the employee providing care to the family member."

## Fall tuition waiver reminder issued

Fall semester classes begin at 4 p.m. on Monday, Aug. 22. The Office of Human Resources and Payroll reminds all eligible employees that applications will soon be due for the spouse/dependent tuition discount and/or faculty/staff tuition waiver benefit.

A spouse/dependent tuition discount application must be submitted to the Office of Human Resources/Payroll by the Monday two weeks prior to the start of classes each semester for which the discount is requested. The deadline for fall semester is Monday, Aug. 8. To ensure the discount gets processed and routed to the appropriate entities, submit fall requests as soon as possible.

The faculty/staff tuition waiver request must be submitted and approved prior to the beginning of the class for which the waiver is requested. A separate waiver request form is required for each class requested to be waived.

Refer to the NDSU policy manual regarding tuition waiver and discount exclusions. Forms are available on the Human Resources/Payroll forms page.

Policies on Tuition Waivers (Policy 133) and Spouse/Dependent Tuition Discounts (Policy 133.1) will be enforced and Tuition Waiver Requests and Tuition Discount Applications will not be approved if they are submitted late. There will be no exceptions to this policy, and you will need to visit with your respective vice president if you have an issue.

Share this information with others in your area who may not have computer access. For more information, contact Shelly Lura at [shelly.lura@ndsu.edu](mailto:shelly.lura@ndsu.edu).

## NDSU single-game football tickets go on sale Aug. 1

Single-game tickets for NDSU's six home football games will go on sale Monday, Aug. 1, at 8 a.m. at the Bison Sports Arena ticket office and online at [GoBison.com](http://GoBison.com).

Prices start at \$15 for general admission and \$18 for reserved seats. Youth general admission is \$8. For group tickets or more information, call the Bison Ticket Office toll-free at 888-231-NDSU (6378).

NDSU is scheduled to open the 2011 season against Lafayette College on Saturday, Sept. 3, at 6 p.m. in the Fargodome.

The Bison host Saint Francis (Pa.) in the 21st Trees Bowl on Sept. 10 at 6 p.m., and return for Homecoming against Illinois State on Oct. 1 at 1 p.m. Missouri State comes to town for a 3 p.m. contest on Oct. 15.

NDSU will host Northern Iowa in the 38th Harvest Bowl on Oct. 29 at 3 p.m. and will close the home schedule against Youngstown State on Nov. 12 at 3 p.m.



## Defensive Driving Course scheduled at NDSU

Robin Stephens from N.D. Department of Transportation has scheduled a Defensive Driving Course at NDSU on Tuesday, Aug. 2, from 12:30 p.m. to 4:30 p.m. in Sudro Hall room 21.

Fleet Services requires individuals who operate fleet vehicles, on at least a monthly basis, to take the National Safety Council Defensive Driving Course as soon as practical after accepting employment, and every four years thereafter. Training for individuals who operate fleet vehicles less than monthly is at the discretion of agency trainers or risk managers. Fleet Services also requires people who have been involved in a motor vehicle accident with a state fleet vehicle, or those who have received a traffic citation while operating a state fleet vehicle in the past 12 months, to attend the Defensive Driving Course within the calendar year of the accident or citation.

The University Police and Safety Office also encourages people who operate state fleet vehicles less than monthly to attend the Defensive Driving Course, keeping in mind that priority will be given to those who meet the above requirements.

To register, contact Tammy Aronson at [tammy.aronson@ndsu.edu](mailto:tammy.aronson@ndsu.edu) or 1-5637.

## NDSU Women's Club leadership team announced

The leadership team for the NDSU Women's Club for the 2011-12 academic year has been named. Several new officers have direct ties to NDSU, such as current or former faculty member, faculty spouse or alumna.

Named to the executive board this year are Tatjana Miljkovic, president; Judy Petermann, vice president/president-elect; Cindy Maritato, secretary; Laurel Sparks, treasurer; Phyllis Peterson, membership chair; Maureen McDonald-Hins, interest groups coordinator; Christel Lang Hull, historian; and Sandy Huseby, newsletter editor/communications coordinator. Also serving on the executive board are program co-chairs Carol Zielinski, Annette LaPalm and Eithnea Killilea.

Founded in 1920 as an exclusive group of faculty wives and staff women, the club's early years revolved around social activities such as serving tea at the president's house and other volunteerism.

Currently, the club welcomes any woman from the regional community who supports the mission of NDSU. The organization has broadened to include diverse interest groups and partners in volunteerism with such community organizations as Habitat for Humanity, A Woman's Perspective and the United Way Backpack Project. The club's scholarship program is funded by half of the membership dues, as well as contributions.

Women interested in more information and membership should contact [womensclub.ndsu@gmail.com](mailto:womensclub.ndsu@gmail.com) or visit [facebook.com/NDSU Women's Club](http://facebook.com/NDSUWomen'sClub).

## ND Discovery Farms hosts tour

The North Dakota Discovery Farms program welcomed researchers and farmers from North Dakota, Minnesota, Wisconsin and Arkansas during its summer tour July 13-14.

Discovery Farms are working farms or ranches. The owners offered their operations as research sites to evaluate the effectiveness of various practices to minimize environmental effects while maintaining farm profitability.

To date, the program consists of three North Dakota sites: Johannes Farm and Feedlot, Underwood; Amann Family Ranch, Dazey; and Bartholomay Brothers Family Farms, Sheldon. Water quality topics, including edge-of-feedlot runoff and tile drainage, are the current focus of studies at those sites.

Tour participants viewed water quality monitoring equipment and learned about program developments from the owners and Ron Wiederholt, NDSU Extension Service nutrient management specialist and North Dakota Discovery Farms program coordinator.

The North Dakota Discovery Farms program officially began in 2007 and is in the data collection phase. Once data is analyzed and interpreted, producers will coordinate with resource managers to implement the most feasible management practices for their respective operations.

"Ultimately, the program will help decision makers strike a balance between profitable agricultural production and protection of natural resources," Wiederholt said.

The program is a cooperative effort involving NDSU, North Dakota Department of Health and the U.S. Geological Survey. For more information, contact Wiederholt at (701) 652-2951 or [ron.wiederholt@ndsu.edu](mailto:ron.wiederholt@ndsu.edu).

## Feed ingredients short course scheduled

An "Understanding Northern Feed Ingredients" short course is scheduled for Oct. 25-27 at the Northern Crops Institute in Fargo. Experts will share how to manufacture livestock feeds that take advantage of combinations of regional legumes, pulses, grains, oilseeds and co-products.

Regionally recognized nutrition faculty will discuss the use of combinatorial feeds in livestock diets. The staff at Northern Crops Institute's Feed Production Center will demonstrate the production of these feeds and provide hands-on training opportunities.

The course is intended for feed manufacturers, livestock producers and nutritionists. Course topics will include nutrition review; proteins and lipids; combinatorial feeds in livestock production; review of the pelleting process, including steam quality and die design; and hands-on pellet production.

All courses are contingent upon sufficient enrollment numbers. Special rates are available to groups of three or more from the same company. For more information and to register, visit [www.northern-crops.com](http://www.northern-crops.com) and follow the educational courses link or call 1-7736 or email [nci@ndsu.edu](mailto:nci@ndsu.edu).

## RESEARCH

## FORWARD names climate and gender research grant recipient



Momsen

The Advance FORWARD project has awarded Jennifer Momsen, assistant professor of biological sciences, a climate and gender research grant for her project, "Closing the achievement gap in STEM: Assessing the impact of a values affirmation task at NDSU."

Warren Christensen, assistant professor of physics; Erika Offerdahl, assistant professor of chemistry and biochemistry; Lisa Montplaisir, assistant professor of biological sciences; and Mila Kryjevskaja, assistant professor of physics, are co-principal investigators on the project.

The researchers will investigate the gender achievement gap at NDSU across a broad range of introductory science, technology, engineering and mathematics courses in biology, physics and biochemistry.

The FORWARD climate and gender grants are awarded to interdisciplinary research teams whose work addresses issues of gender in the academy. The goals of these grants are to develop interdisciplinary research teams, engage faculty members in research on gender and demonstrate the value of research on gender to a gendered institution. The next call for applications for the climate and gender research grants will be posted on the FORWARD website in early fall. An information session for all FORWARD grant programs is scheduled for Oct. 5; location and time will be announced on the FORWARD website and in It's Happening at State.

## PEOPLE

## Communication professor named editor of journal



Littlefield

Robert Littlefield, professor of communication, has been selected as the new editor of Communication Studies, a journal published five times per year by the Central States Communication Association.

Littlefield was selected by the Central States Communication Search Committee and Executive Committee to serve from 2013 to 2015.

"This is a very significant professional accomplishment for Dr. Littlefield and his selection means that our department and our university continue their strong tradition of national and international scholarly and research excellence," said Mark Meister, associate professor of communication.

## Gustafson named department chair



Gustafson

Cole Gustafson, professor of agribusiness and applied economics and the Extension Service biofuels economist, has been named chair of the Department of Agribusiness and Applied Economics at NDSU.

Ken Grafton, dean of the College of Agriculture, Food Systems, and Natural Resources and director of the North Dakota Agricultural Experiment Station, made the announcement.

"Dr. Gustafson brings a wealth of leadership experience, intimate knowledge of teaching, research and Extension work and a strong desire to have the department recognized for its importance to the state's agricultural industry," Grafton said.

Gustafson's original research focused on developing financial management strategies for farms, ranches, agribusinesses and agricultural lenders. Recently, he led several projects geared to creating new biofuel production facilities in North Dakota. He has written more than 47 peer-reviewed journal articles and has obtained more than \$1.5 million in grant funding.

"I am excited to serve as chair because our research/Extension programs and demand for students are both growing very rapidly," Gustafson said. "We have recruiters pleading for more graduates from our program. With respect to research and Extension, recent volatility in both commodity and energy markets, as well as widespread adverse weather across the state, has created a strong demand for our department's economic, planning and forecast information."

Gustafson earned his bachelor's degree in agricultural business and master's degree in agricultural economics from the University of Minnesota, and a doctorate in agricultural economics from the University of Illinois.

## Assistant director of study abroad named



Kramer

Tanya Kramer has accepted the position of assistant director of study abroad in the Office of International Programs in the Division of Equity, Diversity and Global Outreach. She will administer faculty-led study abroad programs, coordinate study abroad advising to students and provide support for the associate director.

Kramer earned her bachelor's degree in Spanish and international studies from NDSU and studied abroad in both Morocco and Spain. She previously was the study abroad adviser in the Office of International Programs for three years.

## Residence Life hires hall directors



Curtis

NDSU's Department of Residence Life has hired Jaclyn (Jaci) Curtis and Kristen Davis to serve as hall directors in Burgum Hall and Churchill Hall, respectively.

After earning a bachelor's degree in communication studies from Winona State University, Curtis served as an impact speaker for the Greater Twin Cities United Way. During her time at Winona State, she served one year as an assistant hall director and two years as a resident assistant.



Davis

Davis is a graduate of the University of North Dakota, where she majored in business administration and management. While a student, she also served students as a resident assistant. More recently, Davis was the lodging and reservations manager for the Theodore Roosevelt Medora

Foundation in Medora, N.D.

Curtis and Davis will be responsible for overall leadership and management of their residence halls. They will supervise student staff, advise hall government and serve as university conduct officers, in addition to their daily administrative duties. During the summer months, they will work with conference participants staying in Burgum and Churchill halls.

## EVENTS

### ND agriculture tour scheduled

The NDSU Gamma Sigma Delta Summer Tour is scheduled for Monday, Aug. 8. The tentative schedule includes visits to a meat processing facility with a unique NDSU partnership, a family farming operation with an active export business in Asia, a grain merchandising business in western Cass County, a seed business and a tour of the N.D. State Mill and Elevator in Grand Forks.

The tour group will leave NDSU's campus at 7:30 a.m. and return at approximately 6 p.m. Along the way, the group will stop for lunch in a small-town café.

"The tour seeks to increase awareness of the importance of agriculture in North Dakota and the many different aspects of agricultural businesses in North Dakota. It is a great way for new faculty and staff to get to see a bit of rural North Dakota and learn more about agriculture," said Greg Lardy, head of the animal sciences department and past president of Gamma Sigma Delta, in an email to faculty and staff.

The tour is free and open to NDSU students, faculty and staff. RSVP to Greg Lardy at [gregory.lardy@ndsu](mailto:gregory.lardy@ndsu) to reserve a seat.

## Lisa Hauck farewell reception planned



Hauck

An open house to celebrate Lisa Hauck's service to NDSU is scheduled for Wednesday, Aug. 3, from 2:30 p.m. to 4 p.m. in the Memorial Union Gallery.

Hauck joined the Office of International Programs in 2004 as a study abroad adviser. She then served as associate director from 2005 to 2008 and as director from 2008 to the present. She will be moving to Virginia to develop an international education program at Bridgewater College.

## Office of Human Resources to offer 'Hot Topics' sessions

The Office of Human Resources has scheduled the following "Hot Topics" training sessions for August.

### Supervisor Essentials

Aug. 1, 2 p.m. to 4 p.m., Memorial Union Prairie Rose room

Supervisor Introduction to Deer Oaks Employee Assistance Program

### Manager's Toolbox

This session will review processes for managers to be more effective in their role: discipline, grievance, reduction-in-force and discuss the Americans with Disabilities Act Accommodation.

### Managing Employees Work Hours

Mathew Hammer, legal assistant from NDSU's General Council Office, will present information regarding overtime compliance. Hammer earned his bachelor's degree in psychology and sociology from NDSU and his Juris Doctor from Drake University Law School in Des Moines, Iowa. He previously was an equal rights officer with the Wisconsin Department of Workforce Development.

### Recruitment

Aug. 1, 9 a.m. to 11 a.m., Memorial Union Hidatsa room

This hands-on working session will demonstrate the best practice of how to screen and rank applicants for the search process. Participants will screen an application and develop a screening sheet.

### Onboarding

Aug. 1, 9 a.m. to 11 a.m., Memorial Union Arikara room

Aug. 5, 1 p.m. to 3 p.m., Memorial Union Prairie Rose room

This session will focus on creating a successful transition when hiring a new employee.

### General Information

Aug. 3, 9 a.m. to 11 a.m., Memorial Union Prairie Rose room

This session will discuss policy updates, benefit changes, PeopleSoft HRMS upgrades and payroll updates.

Space is limited. RSVP for all sessions to Human Resources/Payroll at 1-8961 or [ndsu.hr@ndsu.edu](mailto:ndsu.hr@ndsu.edu).

## Staff Senate to present 'Annual Salary Process Discussion' Aug. 11

The NDSU Staff Senate Development Committee will present "Annual Salary Process Discussion" on Thursday, Aug. 11, from 9:30 a.m. to 10:30 a.m. in the Memorial Union Century Theater as part of Staff Senate's Discover U mini-sessions. Bruce Bollinger, vice president for finance and administration, will have an open discussion regarding the annual salary process at NDSU. A brief overview of the role the North Dakota University System has in the process will be provided. A question and answer session will follow.

Visit [www.ndsu.edu/staff\\_senate](http://www.ndsu.edu/staff_senate) for more information on NDSU's Staff Senate.

## Master gardener classes offered

The Master Gardener Program for 2011 kicks off on Aug. 19, according to Ron Smith, NDSU Extension Service horticulturist.

The classes will originate from NDSU and be broadcast across North Dakota to 11 sites through the Interactive Video Network system.

The locations are Bismarck, Bowman, Cavalier, Dickinson, Fargo, Grand Forks, Jamestown, Napoleon, Wahpeton, Watford City and the Williston Research Extension Center. Classes will start Friday, Aug. 19, and finish Oct. 7. Classes will run from 8:30 a.m. to 12:30 p.m. (central time) for eight weeks. The classes will be archived for any student who cannot attend every class.

The cost is \$100 for volunteers and \$200 for nonvolunteers. Once the classwork is completed, volunteers need to complete 48 hours of approved work through their county NDSU Extension Service agent. The volunteer work should be completed within 12 months after finishing the formal classes.

For more information, contact the NDSU Extension Service office or visit [www.ag.ndsu.edu/mg](http://www.ag.ndsu.edu/mg) for a registration form. The registration deadline is Monday, Aug 1.

## PUBLICATIONS/PRESENTATIONS

### Dean of libraries publishes Balanced Scorecard article



Reid

Michele Reid, dean of libraries, has published, "Is the Balanced Scorecard Right for Academic Libraries?" in *The Bottom Line: Managing Library Finances*.

Reid considered the potential utility for higher educational institutions, and in particular libraries, of the Balanced Scorecard performance measurement tool, originally developed for use in businesses and since adapted for the public and

non-profit sectors. She examined key aspects and functionalities of the Balanced Scorecard framework and its appropriateness as a budgetary instrument.

The Balanced Scorecard supplements financial accounting with non-financial leading indicators to link performance drivers and outcome measures in cause and effect relationships that can predict future performance and drive a single organizational strategy. Also intended as a reporting "dashboard" revealing whether improvements in one area have been at the expense of another, the Balanced Scorecard is considered more effective as an aid in forecasting the overall health of an organization than traditional accounting-based models. It provides a capacity to monitor obligations to stakeholders and to produce transparent and reliable financial information, and the resulting internal control environment can promote integrity and ethical values.

Reid found the Balanced Scorecard can be a useful approach in determining service value, in demonstrating fiscal responsibility, and – through metrics focused on organizational goals and strategy – in validating a knowledge-based and networked institution's role in the delivery of a quality educational product.

### Researcher selected to present at transportation conference



Vachal

Kimberly Vachal, director of the Rural Transportation Safety and Security Center, was selected to present "Improving Roadway Safety Programs Through University-Agency Partnerships" at the University Transportation Center's Spotlight Conference in November. The event is hosted by the Transportation Research Board and sponsored by the Research and Innovative Technology Administration.

Vachal will travel to Washington, D.C., to present two posters based on safety-focused research reports. One poster is based on research from "Implementing Traffic Safety Evaluations to Enhance Roadway Safety," which addresses the importance of roadway safety and the challenges local governments with limited resources face. Traffic Safety Evaluations, which are effective, proactive tools that identify roadway safety issues, were conducted in conjunction with Barnes County, N.D.

A second poster Vachal will present is based on the report, "Identifying Factors That Predict Teen Driver Crashes." The research was conducted in cooperation with the North Dakota Department of Transportation and North Dakota Safety Council to develop a strategy for intervening in driver behavior to ultimately change behavior and reduce the number of crashes.

The Rural Transportation Safety and Security Center operates in conjunction with the Upper Great Plains Transportation Institute to promote and enhance the region's transportation safety and security through research, education and outreach.

The University Transportation Center's Spotlight Conference focuses on university-transportation agency partnerships for safety and the role these partnerships can play in helping develop the analytical and workforce expertise needed to support new roadway safety analysis, research, programs and cultural tools.



## NDSU scientists help create special Rangelands issue

Several NDSU faculty and graduate students contributed to a special issue of *Rangelands*, a Society for Range Management journal published six times per year. The issue, released in June, was about pollination in rangelands.

Jason Harmon, assistant professor in the entomology department, and Amy Ganguli, assistant professor in the range science program, served as guest editors and wrote the introduction. They and Michelle Solga, graduate research assistant in the range science program, also wrote one of the articles, "An Overview of Pollination in Rangelands: Who, Why, and How."

Marion Harris, interim associate dean for academic programs in the College of Agriculture, Food Systems, and Natural Resources and a professor in the entomology department; Steven Travers, assistant professor in the biological sciences department; Gerald Fauske, research specialist in the entomology department; Andrew Ross, graduate student in the biological sciences department; and Kristina Fox, graduate student in the entomology department, collaborated on an article for the issue, titled "The Hidden Benefits of Pollinator Diversity for the Rangelands of the Great Plains: Western Prairie Fringed Orchids as a Case Study."

Solga also wrote an article, titled "Buzzing the Literature."

*Rangelands* features scientific articles, book reviews and Society for Range Management news. The journal also provides a forum for readers to obtain scientifically correct information in a user-friendly, nontechnical format. It is intended for a wide range of audiences, including educators, students, rangeland owners and managers, researchers and policymakers. It is available online at [www.srmjournals.org](http://www.srmjournals.org).

## Emergency management faculty, students participate in conference

Department of Emergency Management students, faculty and alumni were active in the 2011 Federal Emergency Management Agency's 14th annual Higher Education Conference in Emmitsburg, Md., in June.

Carol Cwiak, assistant professor of emergency management, coordinated the nomination, review and award process for the Wayne Blanchard Award that was established by NDSU to recognize academic excellence in emergency management higher education. Cwiak also gave a plenary presentation on "Incorporating Business Continuity Coursework Into Your Curriculum: Tips, Tools, and Techniques" and presented an annual national survey research report on emergency management programs. She also presented in a session on "Curriculum Mapping."

Daniel J. Klenow, head of the emergency management department, presented at two sessions: "Maintaining and Improving Emergency Management Programs" and "Administering Emergency Management Programs in Higher Education: Experiences and Perspectives." Jessica Jensen, emergency management assistant professor, presented in the session, "Post-Graduate and Graduate Level Program Development," and also participated in the session, "Visions of the Future: Emergency Management Higher Education."

Graduate student Marc Khatchadourian presented in a session on "Establishing Career Paths in Emergency Management." Recent doctoral graduates Mike Kemp and Dan Martin also participated in conference sessions.

## Wu lab publishes paper for medical journal



Wu

Erxi Wu, assistant professor of pharmaceutical sciences, and Fengfei Wang, research associate of pharmaceutical sciences in the Wu lab, co-wrote the review article, "Xanthones from Mangosteen Extracts as Natural Chemopreventive Agents: Potential Anticancer Drugs," which has been peer-reviewed and accepted by *Current Molecular Medicine*.

According to the authors, the treatment and management of malignant tumors still remain a formidable challenge for public health despite decades of research. New strategies for cancer treatment are being developed, and one of the most promising treatment strategies involves the application of chemopreventive agents. The search for novel and effective cancer chemopreventive agents has led to the identification of various naturally occurring compounds. Xanthones, from the pericarp, whole fruit, heartwood and leaf of mangosteen (*Garcinia mangostana* Linn.), are known to possess a wide spectrum of pharmacologic properties, including anti-oxidant, anti-tumor, anti-allergic, anti-inflammatory, anti-bacterial, anti-fungal and anti-viral activities. The potential chemopreventive and chemotherapeutic activities of xanthones have been demonstrated in different stages of carcinogenesis (initiation, promotion and progression) and are known to control cell division and growth, apoptosis, inflammation and metastasis. Multiple lines of evidence from numerous in vitro and in vivo studies have confirmed that xanthones inhibit proliferation of a wide range of human tumor cell types by modulating various targets and signaling transduction pathways.

"This article provides a concise and comprehensive review of preclinical data and assesses the observed anticancer effects of xanthones, supporting its remarkable potential as an anticancer agent," Wu said. The paper was co-written with Qingyong Ma's lab at Xi'an Jiaotong University, China. "We have recently established a close collaboration with the Ma lab in finding anticancer drugs and elucidating the mechanisms of the targeted therapy for pancreatic cancer, a fatal disease," Wu said.

*Current Molecular Medicine* is an interdisciplinary journal focused on providing its readers with current and comprehensive reviews and original research articles on fundamental molecular mechanisms of disease pathogenesis, the development of molecular-diagnosis and/or novel approaches to rational treatment. Its current impact factor is 5.21, ranking 12th of 106 medicine, research and experimental journals ([www.benthamscience.com/cmm/index.htm](http://www.benthamscience.com/cmm/index.htm)).

Wu laboratory research interests include tumor therapeutic targets, drug targets, natural products and biomarkers. This year, Wu has published 11 papers in high-tier journals and one book chapter ([www.ndsu.edu/pharmsci/faculty\\_staff/erxi\\_wu](http://www.ndsu.edu/pharmsci/faculty_staff/erxi_wu)).

## Faculty present at Australian conference



Schwert

Donald Schwert, director of the Center for Science and Math Education and professor of geosciences, and Canan Bilen-Green, executive director of the FORWARD project and professor of industrial and manufacturing engineering, presented at the 15th International Conference of Women Engineers and Scientists Conference in Adelaide, Australia, in mid-July. The presentation was a collaborative effort that included presenters from five universities with National Science Foundation ADVANCE projects.



Bilen-Green

The team presented both oral and poster sessions. The oral sessions highlighted the National Science Foundation ADVANCE initiative and best practices implemented at ADVANCE institutions. The poster sessions included overview posters from

each institution showing the varied programming and paths to institutional transformation. The conference was an opportunity for the five institutions with National Science Foundation ADVANCE programs not only to share best practices, but also to learn about the experiences of institutions from other parts of the world. Participation in the conference by the five institutions was supported by additional National Science Foundation funding.

The other four universities that presented with NDSU were Case Western Reserve University, Purdue University, University of Illinois at Chicago and Washington State University.

## NDSU researchers earn Outstanding Article award

"Offsetting Behavior and the Benefits of Food Safety Policies in Vegetable Preparation and Consumption," an article co-written by NDSU researchers, earned the top honor of "Outstanding Article" in volume 26 of *Agribusiness: An International Journal*. Authors William Nganje, formerly of NDSU and now at Arizona State University; Dragan Miljkovic, NDSU professor of agribusiness and applied economics; and Elvis Ndembe, NDSU transportation and logistics doctoral student, will receive a \$5,000 cash prize, a plaque and individual certificates.

The article discusses the effects of safety policies on the number of food-borne illnesses in the vegetable sector. The research studied a food safety policy related to Pathogen Reduction/Hazard Analysis and Critical Control Point.

The team used a theory developed by Sam Peltzman who hypothesized that the tendency of people is to react to a safety regulation by increasing other risky behavior, offsetting some or all of the benefit of the regulation. The original theory was based on new safety regulations in vehicles and transportation. Results of the current study demonstrate dominant offsetting behavior in response to the policy Pathogen Reduction/Hazard Analysis and Critical Control Point, specifically in the vegetable sector.

Ndembe used the same theory for his master's thesis and it is what prompted him to pursue a doctorate in transportation and logistics.

## SHORTS AND REMINDERS

### Positions Available

*Positions open and screening dates through the Office of Human Resources, SGC, 1919 N. University Drive. Position openings also are available through the NDSU website at [www.ndsu.edu/jobs](http://www.ndsu.edu/jobs).*

### Software Engineer

CNSE  
Commensurate w/experience  
Open until filled

### ND EPSCoR Tribal Colleges Liaison Manager/#00024933

ND EPSCoR  
Commensurate w/experience  
Open until filled

### Technology Manager – CCAST HPC Systems

Computationally Assisted Science  
and Technology  
Commensurate w/experience  
Open until filled

### Food Technologist Specialist/#00019725

Plant Sciences  
\$30,000+/year  
Open until filled

### Mid-Level Practitioner NP/PA

(nine months)  
Student Health Services  
\$46,800+/year  
Open until filled

### Physician

Student Health Services  
Commensurate w/experience  
Open until filled

### Nutritional Research Specialist/#00020244

Animal Science  
\$19,500+/year  
Open until filled

### Nutrition Laboratory Technician

Animal Science  
\$19,500+/year  
Open until filled

### Research Specialist/#000205051

Ag and Biosystems Engineering  
\$2,800 min/month  
Open until filled

### Associate Director – Wellness Center/ #00020857

Wellness Center  
\$44,500+/year  
Open until filled

### Stewardship Forester/#00024749

ND Forest Service  
\$30,763+/year  
Aug. 26

### Stewardship Specialist/#00018822

N.D. Forest Service  
\$34,254+/year  
Aug. 26

### Accountant/#00027296

Plant Sciences  
\$35,000+/year  
Aug. 10

## SHORTS AND REMINDERS CONT.

**Research Specialist**

Animal Sciences  
\$35,000+/year  
Aug. 1

**Technical Support Coordinator/#00026417**

Vice President, Finance and Administration  
Commensurate w/experience  
Aug. 3

**Agricultural and Biological Sciences Librarian/#00021069**

Library  
\$44,000/year  
Aug. 31

**Bison Connection Associate/#00025608**

Bison Connection  
\$26,000+/year  
Open until filled

**Nutrition Education Assistant, FNP (Sioux County)**

Extension Food and Nutrition  
\$25,900+/year  
Open until filled

**Nutrition Education Assistant, FNP (Fort Berthold)**

Extension Food and Nutrition  
\$25,900+/year  
Open until filled

**Agricultural Research Technician/#00020059**

NCREC  
Commensurate w/experience  
Open until filled

**Police Officer/#00025598**

University Police and Safety Office  
\$40,000+/year  
Aug. 3

**RSVP+ Dakota West Coordinator, Dickinson, N.D.**

Distance and Continuing Education  
\$28,000+/year  
Open until filled

**Custodian (two positions)/#00018865, #00020762**

Residence Life  
\$19,760+/year  
Open until filled

**PM Lead Cook/#00021404**

Dining Services  
\$13.50+/hour  
Open until filled

**PM Cook (11:30 a.m. - 8 p.m.)/#00028290**

Dining Services  
\$12.50/hour  
Open until filled

**Swing Cook/#00028288**

Dining Services  
\$12.50/hour  
Open until filled

**PM Lead Food Service Worker/#00028287**

Dining Services  
\$10+/hour  
Open until filled

## CALENDAR

## JULY

29 **NDSU Piano Trio** – 7:30 p.m. to 8:30 p.m., Beckwith Recital Hall. Free and open to the public.

## AUGUST

2 **Office of Orientation and Student Success** – Freshman/Family Orientation.

3 **Team Makers Women's Classic** – Edgewood golf course with a noon shotgun start. Contact Helena Johnston at 1-6172 or [helena.johnston@ndsu.edu](mailto:helena.johnston@ndsu.edu).

3 **Extension workshop "New Shepherds Clinic"** – Research Extension Center in Minot, N.D., 10 a.m. to 5 p.m.

5 **Office of Admission Summer Open House** – Morning and afternoon session for prospective students.

8 **Hypnotist** – Free Residence Life event at 10 p.m. at Festival Concert Hall.

11 **Staff Senate Discover U mini-session** – "Annual Salary Process Discussion" with Bruce Bollinger, 9:30 a.m. to 10:30 a.m., in the Memorial Union Century Theater.

20-21 **Residence Hall Move-In** – 8 a.m. to 6 p.m.

22 **President's Welcome** – 1 p.m., university gates (corner of University Drive and 12th Avenue North)

22 **Classes start at 4 p.m.**

23 **Residence Life Carnival** – 4:30 p.m. to 6:30 p.m., West Bison Court Parking Lot. Free event.

31 **Team Makers Bison Open** – Edgewood golf course with a 1 p.m. shotgun start. Contact Helena Johnston at 1-6172 or [helena.johnston@ndsu.edu](mailto:helena.johnston@ndsu.edu).

## SEPTEMBER

12 **Team Makers Golf Event** – Fargo Country Club with a shotgun start at 12:30 p.m. Contact Helena Johnston at 1-6172 or [helena.johnston@ndsu.edu](mailto:helena.johnston@ndsu.edu).

MORE CAMPUS EVENTS [www.ndsu.edu/eventcalendar](http://www.ndsu.edu/eventcalendar)

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**NDSU**